

COMBAT RESCUE OFFICER SELECTION PROGRAM

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“That Others May Live... To Return With Honor”



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COMBAT RESCUE OFFICER SELECTION PROGRAM

OPERATING INSTRUCTION

1. OVERVIEW:

1.1. Background: recognizing the importance of rescue and recovery operations, the United States Air Force added a new officer specialty, Combat Rescue Officer (CRO), to its list of career fields. *"By creating this new career field, we recognize how vital the personnel recovery and combat rescue missions have become in our expeditionary aerospace force concept. The ability to bring people home safely from dangerous missions is paramount. Establishing a career field devoted to this mission will ensure that attention is always focused on this commitment,"* Air Force Secretary Whit Peters, 10 Dec 2000. The Air Force recognizes personnel recovery as one of its primary roles. This new specialty is essential to effectively lead and advocate the CRO/PJ/SERE weapons system to personnel recovery mission success, "that others may live...to return with honor."

1.2. Duties: Combat Rescue Officers (13DXA) are non-rated aircrew officers that lead and command personnel recovery operations as direct combatants. They perform duties as mission planners and provide personnel recovery (PR) expertise to command and battle staffs on recovery operations, to include survival, evasion, resistance, and escape programs. Combat Rescue Officers provide advocacy and oversight to the Pararescue and Survival, Evasion, Resistance and Escape (SERE) enlisted career fields

1.3. Assignments: Combat Rescue Officers currently command 10 active duty, guard and reserve rescue squadrons. CRO billets are available on the air staff, the Joint Personnel Recovery Agency, major command headquarters, joint and component rescue control centers, USAF SERE School, rescue squadrons and special mission units.

1.4. Qualification and training:

1.4.1. The demands of this specialty are high and outstanding leadership qualities are fundamental to the successful growth of this career field. Excellent physical fitness, maturity, and exceptional personal responsibility are essential characteristics of the Combat Rescue Officer. Qualification for an assignment is accomplished through both formal schools and on-the-job training. As Combat Rescue Officers gain experience and knowledge of their mission area, the curriculum is adapting to current challenges and future evolutions in personnel recovery and recovery operations.

1.4.2. In order to insure the highest probability of successfully completing the arduous 12-18 month training program, candidates are selected during a two-phased process. This process identifies candidates that possess critical individual characteristics required to provide leadership during combat rescue operations across a diverse spectrum of insertion / extraction capabilities as well as enemy, environmental and geographic threat considerations. Candidates must be able to assess situations quickly, develop and implement decisions under the stressors imposed by high levels of personal discomfort and responsibility associated with personnel recovery and recovery operation mission profiles. The initial skills training required to become a fully qualified Combat Rescue Officer in the United States Air Force is comprised of 12 formal courses:

1.4.2.1. CRO Indoctrination course

1.4.2.2. Military underwater diver qualification course

1.4.2.3. U.S. Army Airborne School

1.4.2.4. Military freefall parachutist qualification course

1.4.2.5. USAF SERE School

1.4.2.6. USAF Parachute Water Survival, S-V-86-A

1.4.2.7. USAF CRO Advanced SERE, S-V94-A

1.4.2.8. USAF CRO apprentice course, L3OBP13D1A-0R0A

1.4.2.9. Personnel Recovery – 102

1.5. Additional information. More information on Pararescue and Combat Rescue Officers can be located on usafpararescue.com and specialtactics.com; additional information on USAF SERE can be located on gosere.com.

2. Selection procedures:

2.1. Introduction: The USAF continues to look for the most motivated officers to become Combat Rescue Officers. Officers ranging in rank from Lieutenant to Captain (maximum two years time in grade), and cadet / OTS candidates will be evaluated during a two-phase selection program. The selection process screens an applicant for mental fortitude and physical capabilities, while preparing officers for future duties as a CRO. This program reduces the training attrition rate by ensuring that officers selected are equipped to succeed in the specific mental and physical challenges of the CRO training pipeline. All CROs enter the career field through the selection process; no short-cuts. Candidates selected from Phase II have achieved a 92% overall success rate in becoming Combat Rescue Officers. The selection program is a two-phase process, consisting of Phase I: board review of the application, and Phase II: a one-week field evaluation. Notification to the candidate's chain of command for selection to Combat Rescue Officer training is made through official channels. Release of this information is approved by lead command, ACC/A3. Candidates are informed of their evaluation results, significant findings and selection status at the completion of the phase II selection week. **ANG/AFRC selection is coordinated through ANG/AFRC channels.**

2.2. Selection Dates: The annual schedule for two selection cycles is as follows:

- 1 January Phase I applications due to CRO Selection Program Officer
- Late March Phase II Selection, aligned with USAFA Spring Break
- 1 Aug Phase I applications due to CRO Selection Project Officer
- Late October Phase II Selection

2.4. Selection process: **Combat Rescue Officer selection is an unfunded program at this time. Phase II candidates must be on unit funded TDY orders.** The CRO selection program begins with an application review board and is completed during a one-week on-site evaluation. For non-Air Force personnel, permissive temporary duty (PTDY) status to Phase II may be granted IAW Service regulations. However, AFI 36-3003, *Military Leave Program*, Section F – Permissive TDY (<http://www.e-publishing.af.mil/pubfiles/afi/36/afi36-3003/afi36-3003.pdf>) states Air Force commanders will not utilize PTDY to fund events such as phase II of selection. While personal leave still affords a candidate the medical coverage in line-of-duty determination, there are legal and logistical issues that prohibit military training while on leave. Unit-funded TDY sends the message of the unit commander's support for the candidate to cross-train. Attending Phase II on leave or in PTDY status will not be approved.

2.4.1. Application packages will be reviewed by a board of field grade officers. Candidates will be rank-ordered in their respective or projected grades for selection. The top applicants are invited by letter addressed to their chain of command to attend CRO Phase II Selection. An electronic message identifying candidates invited to attend phase II will be sent to the selected candidates.

2.4.2. Individual candidates invited to phase II of selection will be notified by phone/e-mail contact and given reporting instructions to attend phase II selection. Candidates are de-briefed on their selection status, strengths as well as areas for improvement prior to departing phase II of CRO selection. After the completion of phase II, a message identifying candidates selected for training and subsequent

qualification as USAF Combat Rescue Officers will be sent to the candidates' chain of command and the AFPC/DPAOO2 functional for Combat Rescue Officer assignments. Selection from Phase II is non-binding – candidates always have the option to decline. Further reporting instructions will be sent to start the training pipeline pending coordination with HQ ACC/A3T and the Air Force Personnel Center (AFPC).

2.4.3. Application packages not selected on this board may be carried forward for review and consideration during the next board.

2.4.4. Records will be kept for six months then destroyed if not selected. Records are destroyed in accordance with Privacy Act guidance.

2.5. Eligibility:

2.5.1. Security clearance: Applicant must be eligible to obtain a top secret clearance.

2.5.2. Volunteer: Must be a volunteer for hazardous military duties to consist of parachuting (static line and freefall), marine diving (surface and underwater operations), and mission aircrew.

2.5.3. Medical: USAF Class III Flight Physical qualification for aircrew, parachute, and marine diving duty according to AFI 48-123, medical examination and standards.

2.5.4. Enlisted applicants: Per OTS selection standards, enlisted personnel must provide documentation of an AFOQT total equal to or greater than 150.

2.5.5. Gender: Must be male officer or male enlisted candidate who meets officer training school entry requirements. Gender is based on current Department of Defense direct combatant policies.

2.6. Enlisted applicants: Once identified as a candidate for officer training school (OTS), enlisted candidates for Combat Rescue Officer duty must be selected for Combat Rescue Officer duty through the approved selection process. Selection to OTS, prior to competing for CRO selection, will significantly enhance possibility of phase II invitation and reduce delays in officer assignment actions.

2.6.1. Submit an OTS application package in accordance with AFI 36-2013, officer training school (OTS) and airman commissioning programs. Selection at Phase II does not guarantee an OTS selection. These processes are independent of each other.

2.6.2. Graduate from OTS and meet all requirements for commissioning. Upon graduation from OTS, AFPC will classify member for training as a Combat Rescue Officer Trainee (AFSC 13D1A).

2.7. Special circumstances:

2.7.1. AFROTC cadets are encouraged to initiate phase I applications during their sophomore year. HQ AFROTC will determine cadet availability, issue orders and fund TDY to Phase II. The selection program OPR will ensure HQ AFROTC is included in the notification process of ROTC cadets invited to attend phase II and selected for CRO training. Notification is coordinated with release of this information to the cadet's immediate chain of command. ROTC detachment commanders should contact the Chief of Cadet Personnel, HQ AFROTC for funding information. If selected from phase I, cadets will be invited to Phase II, however, they must be on military orders, assigning them TDY status (no orders, no selection). If the cadet is selected from Phase II, the lead command (ACC) CRO functional will coordinate with AFPC to classify the cadet into AFSC 13DXA (CRO) during the senior year. Cadets receive initial assignment orders to Kirtland AFB, NM to begin the formal training course for Combat Rescue Officer. Directly after commissioning, enroute TDY for the completion of the Air and Space Basic Course (ASBC) is highly recommended. Failure to complete ASBC enroute will delay entry into the initial pipeline courses.

2.7.2 Military service academy cadets are encouraged to initiate phase I applications during their sophomore year. The service academy responsibility will determine eligibility, issue orders and fund TDY

to Phase II. USAFA/DPYC is the office of primary coordination for Air Force Academy cadets. USAFA cadets will utilize this office to forward approved application packages. The selection program OPR will ensure HQ AFROTC and the service academy is included in the notification process of ROTC cadets invited to attend phase II and selected for CRO training. Notification is coordinated with release of this information to the cadet's immediate chain of command. If selected from phase I, academy cadets will be invited to Phase II, however, they must be on military orders, assigning them TDY status at Moody AFB, GA (no orders, no selection). If the cadet is selected from Phase II, the lead command (AFSOC) CRO functional will coordinate with AFPC via HQ AFSOC/DPAS to classify the cadet into AFSC 13DXA (CRO) during the senior year. Cadets receive initial assignment orders to Kirtland AFB, NM to begin the formal training course for Combat Rescue Officer. Directly after commissioning, enroute TDY for the completion of the Air and Space Basic Course (ASBC) is highly recommended. Failure to complete ASBC enroute will delay entry into the initial pipeline courses.

2.7.3. Senior cadets who have already been classified for another AFSC must obtain release from their respective career field functional managers before submitting an application. The CRO Career Field and Functional Managers cannot assist in gaining release from an assigned career field. Applicants assigned to a rated AFSC may still compete at Phase I/II, and if selected, sign a UPT/UNT letter of declination at the appropriate military personnel office. If not selected at Phase II, you may still proceed to UPT/UNT and lead a great Air Force career as part of an important mission.

2.7.4. Inter-service transfer officers: Must be approved for inter-service transfer prior to application review by phase I selection board. Officers in other Services seeking to apply for CRO should reference *AFI 36-2004 Inter-service Transfer of Officers* (<http://afpubs.hq.af.mil/pubfiles/af/36/afi36-2004/afi36-2004.pdf>) and appropriate service specific instructions. You may submit your application to the CRO Phase I Selection Board before a service transfer is approved, and you may be invited to attend Phase II before transferring to the Air Force. However, a release statement from branch or resource manager, as well as unit commander endorsement, is mandatory prior to invitation at CRO Phase II selection. Selection at Phase II does not guarantee an approved inter-service transfer; the processes are independent of each other. Other service officers must secure an inter-service transfer if selected from phase II, Air Force representatives cannot assist in this process until the losing service completes required release documentation.

2.7.5. Inter-service enlisted: Identical to enlisted USAF. Initiate a phase I application, secure an inter-service transfer as in Para 2.6.2, secure a commission into the USAF prior to selection as a CRO candidate from phase II.

2.7.6. CRO application packages from civilian personnel will not be considered until submitted as commissioned officers in the USAF. Once commissioned, these officers will already be classified into a USAF career field. The candidate must then secure a release from that career field to initiate a valid selection package. Any officer not selected from phase II, returns to their previous career field and assignment. **Per legal guidance, phase II cannot evaluate civilian personnel due to medical liability issues, funding and logistical issues.**

2.8. Each candidate must complete and maintain the requirements for Combat Rescue Officer duty as detailed in AFI 36-2105, *Officer Classification Guide*, to include completion of the CRO indoctrination course. Failure to complete all training requirements will result in the candidate being reclassified or removed from service according to the requirements of the United States Air Force.

3. Phase I Selection

3.1. Phase I of selection is an application board review by 3 voting officers. Input from senior SERE and Pararescue specialists is annotated on the application score sheet. The board review is held within two weeks of the close out for receipt of applications.

3.2. Candidates must include verification of all selection requirements in the selection application. Explanation of missing or late material must be explained in a memo for record. Exceptions to requirements

will be considered on a case by case basis. The selection program manager will make the final decision on application presentation to the phase I review board.

3.2. The phase I review board consists of three voting officers. At least one of these officers will be a field grade officer that does not hold the 13D code as their primary duty. The other officers will be 13DxA, CRO, one of which will be the ACC CRO selection program manager. Invitations will be offered to the pararescue and SERE senior enlisted community to review and make recommendations on the future leadership and advocacy for their career fields.

3.3. Application scoring is based on review of physical fitness test (PFT), application presentation, leadership and academics. The PFT score is objectively based on current career field standards and discussed in detail in section 6. The application, leadership and academic scores are subjective evaluations based on a scale of 1-5, with the highest rating being 5. Maximum scores attainable are a PFT score of 15, application 15, leadership 15 and academics 15; for a total of 60.

3.3. The top applications are accepted based on comparison cumulative scores. The number of selected candidates will be based on the optimum active duty quota for logistical and funding considerations as well as forecasted annual career field training production requirements. Alternate candidates are identified according to score and individual circumstances in preparation for phase II excusals. Seats are reserved for additional candidates from the Air National Guard and Air Force Reserve units.

3.4 Each major category will be evaluated separately. The PFT will receive one overall objective score, 15 point maximum. The other three categories will receive a score from each voting member (3), 45 point maximum. This results in a total 60 point maximum score. Evaluation of major categories is explained below.

3.4.1. Major Category 1. Physical Fitness Scores. Based on current CRO/PJ annual physical evaluation for operators. Calisthenics, 3 mile run, 25 meter underwater and 1500 meter surface swim. The point breakdown is as follows: 700 – 651= 15; 650 – 551= 12; 550 – 451= 9; 450 – 351= 6; 350 and below = 3

3.4.2. Major Category 2. Application review for attention to detail. All required details identified for cover page and attachments presented in organized format and supported by required documentation.

3.4.3. Major Category 3. Leadership documented in OPR, EPR, cadet field reports, resume, letter of recommendation. Applications are scored respective to rank. Cadets and enlisted are not expected to have experience equitable to active duty officers.

3.4.4. Major Category 4. Academics. Professional military education should be rank equivalent. College grade point averages and AFOQT must meet requirements for USAF commissioning. Cover page and resume present professional, well developed thought process. Attention to spelling and grammar; content should demonstrate knowledge of the CRO career field as well as personnel recovery mission area.

3.5. Candidates that are selected by the phase I board will receive electronic mail notification within 24 hours of board closure. Applicant chain of command, to include management of AFROTC and USAFA cadets, will be notified by letter correspondence from ACC/A3T. Alternates and non-selects will be notified separately to maintain privacy of the applicant.

4. Application package.

4.1. Cover page: Cover page will be in the form of an AF memorandum with attachments 1-7, described below. Include the following information on the cover page memorandum:

4.1.1. Applicant full name, rank and ssn, date of rank or commissioning, DSN number, e-mail address; current unit, unit commander/AOC's name, rank, mailing address and DSN number; functional manager's name, rank, mailing address and DSN number.

4.1.2. Single paragraph stating rationale for becoming a Combat Rescue Officer.

4.1.3. Written statement by the applicant stating "I am a volunteer for hazardous duties to consist of parachuting (static line and freefall), marine diving (surface and underwater operations), and non-rated aircrew duties."

4.1.4. Applicant's signature and endorsement by the applicant's immediate commander.

4.2. Attachments 1-8:

4.2.1. Attach 1/written memo from the appropriate functional, branch or resource manager agreeing to release the applicant from current career field and/or service duty, if he is selected after Phase II to become a CRO.

4.2.2. Attach 2/resume: ref AFH 37-337, Tongue and Quill. Include copies of military certifications, i.e.; dive, parachute, Pararescue, SERE, or CRO/PJ Indoctrination course completion. Enlisted applicants must include verification of college GPA and AFOQT scores.

4.2.3. Attach 3/Letter of Recommendation: A letter from the applicant's current unit commander recommending selection as a Combat Rescue Officer. This letter must state the commander is aware that Phase II Selection is a unit funded TDY, and that the applicant will be eliminated from selection if unable to perform the minimum standards of the PFT or if at any time the candidate self-eliminates from the selection process.

4.2.4. Attach 4/Physical Fitness Test: PFT verification letter signed by applicant's commander showing number of repetitions of each exercise, time of swim and run, and completion of underwater swim. An example verification letter is provided on the Air Force personnel center non-rated officer career website for Combat Rescue Officers.

4.2.5. Attach 5/evaluations: Copies of last 5 OER/EPR or cadet field training reports and AFOQT.

4.2.6. Attach 6/medical evaluation: Std Form 88/93, report of medical exam/report of medical history, indicating medical recommendation for USAF class III flight physical qualification for aircrew, parachute, and marine diving duty; clearance for parachute, diving (requires vision 20/70 correctable to 20/20), and aircrew duties. AFI 36-2105 requires CROs to obtain initial and maintain continued medical clearance for flight, parachute and diving status. A complete and approved USAF Flying Class III physical is required prior to assignment for CRO training. Failure to obtain a USAF FCIII physical will remove the candidate from consideration for CRO training, regardless of selection status.

4.2.7. Attach 7/SURF: Assignment Management System (AMS) personnel surf product.

4.2.8. Attach 8/Previous Non-Selects: Candidates who submit phase I applications or have attended phase II of either the Special Tactics Officer (STO 13DXB) or Combat Rescue Officer (13DXA) selection programs, but are not selected, are not guaranteed a CRO Phase II invitation in future selection cycles. If the CRO selection cadre identifies deficiencies/weaknesses that they would like to see corrected before recommending a candidate for career field duties, candidates must submit an updated application. Begin with the phase I application. In an additional attachment (8) of the phase I application, address any issues that were identified for non-selection. If invited to return for a second Phase II, and cadre note improvement in the desired areas, candidates will be considered equally with the current selection applicants.

4.3. Mailing: Active duty applicants will mail the cover page and attachments in a plain manila envelope to the following address. **ANG/AFRC selection is coordinated through ANG/AFRC channels.**

HQ ACC/A3TO
C/O CRO Functional Manager

**205 Dodd Blvd, Suite 101
Langley AFB, VA 23665-2789**

4.4. Deadline date: Packages must be received by the dates posted in paragraph 2.2.

5. Phase II selection

5.1. Phase II is a six-day physical and psychological evaluation. Due to military, legal, medical and logistical considerations, the candidate must be on military travel orders, either unit funded or permissive TDY (applies to non-USAF).

5.1.1. Lodging and meals are at the cost of the candidate during phase II. Each individual will bring three MRE's for use during extended training periods. Local transportation to/from quarters and at the phase II selection sites will be provided.

5.2. Completing documented self-initiated elimination action permanently disqualifies candidates from future consideration in the Combat Rescue Officer selection program. At any time during selection, a candidate may verbalize his option to self-initiate elimination, "SIE," the candidate will be immediately and permanently removed from the selection process. There is no option for officers or enlisted combatants to quit on the battlefield or during the execution of a recovery mission. A decision to quit in the field cost lives and mission success. Actions to return this candidate to his duty station will be taken as soon as possible.

5.2.3. During the evaluation process, the following training events will be conducted. At least one phase II selection board officer (CRO) is physically present to observe candidate behavior during the following 8 major events. In the event a candidate stops training or disengages from the task at hand, the CRO monitoring the training event will issue a warning referred to as a "QBA" or "quit by action." Candidates will be removed from selection at the discretion of the AFSOC program manager if a total of three QBA warnings are given to an individual candidate during the selection week.

5.2.3.1. Major Event 1. Conduct physical fitness test. **Failure to meet minimum standards of the PFT will result in immediate disqualification from the selection program and return to home unit.**

5.2.3.2. Major Event 2. Psychological testing, interview and peer evaluation

5.2.3.3. Major Event 3. Water Confidence.

5.2.3.4. Major Event 4. Endurance Run, minimum 6 miles, in formation.

5.2.3.5. Major Event 5. Road march, minimum 4 miles, with 40lb rucksack.

5.2.3.6. Major Event 6. Field Exercise – day.

5.2.3.7. Major Event 7. Field Exercise – night.

5.2.3.8. Major Event 8. Board Briefing and Interview (BBI). Candidates will be individually interviewed and selected by a board composed of at least three but not to exceed five voting members. The board president will be a field grade Combat Rescue Officer representing the career field manager. The selection program manager and phase II project officer complete the field of three mandatory voting members. Each candidate BBI will include representation by the gaining component (active duty, Air National Guard and Air Force Reserve). Senior pararescue and SERE, the selection psychologists, and the Indoctrination cadre are invited to the BBI to ask pertinent questions of the candidates based on their observations of the candidate during phase II.

5.3.1. Applicants will be individually advised of their selection status on the last day of Phase II. If selected for entry into the combat rescue officer career field, notification will be sent to the candidate's commander and

to the AFPC resource manager for 13DXA, indicating selection status. Applicant chain of command, to include management of AFROTC and USAFA cadets, will be notified by letter correspondence from HQ ACC within 30 days. Alternates and non-selects will be notified separately to maintain privacy of the applicant.

5.3.2. This notification is approved by the ACC/A3T and coordinated with ACC/A1, ensuring that HQ ROTC, service academy and AFPC are fully aware of the status of these candidates. Personnel selected by the board will enter the training pipeline after permanent change of assignment to combat rescue officer school at Kirtland AFB, NM.

5.3.3. Candidates that are not selected, who have completed the entire phase II week or were medically eliminated, may re-apply using the process indicated in paragraph 2.3.3 above.

5.3.4. Candidates that fail to complete phase II for safety reasons or failure to train will immediately complete documentation to clearly summarize the conditions of the removal from selection. Copies of this documentation are provided to the candidate, while the original is maintained by the program manager. These candidates may re-apply using the process indicated in paragraph 2.3.3 above.

5.3.5. **Candidates may attempt Phase II of CRO selection a maximum of two times.** Further repetition of the process is considered wasteful to the needs of the USAF and of possible mental and physical detriment to the candidate. Waiver authority is AF/A3OS, career field functional.

5.3.6. Candidates that self-eliminate will not be considered eligible for subsequent application or selection.

6. CRO Physical Fitness Test (PFT).

6.1. Physical Fitness Test Criteria. Combat requires physical fitness. The capacity for skillful and sustained mental performance during sustained physical activity, and the ability to recover from exertion rapidly, is critical to successful accomplishment of physically challenging recovery missions. Combat Rescue Officers are afforded 2 hours each duty day for physical training. Each applicant must submit the results of a physical fitness test as per the attached template for Physical Fitness Evaluation. The evaluation consists of the exercises shown in Table 1, Physical Fitness Evaluation Criteria. The recommended order for conducting the evaluation is: pull-ups, sit-ups, pushups, 3-mile run, 25 meter underwater and 1500 meter surface swim. Calisthenics events will be tested one event immediately after the other with approximately a 2-minute rest between events. Upon completion of all calisthenics events, a rest of 10 minutes is given prior to starting the 3-mile run. Upon completion of the 3-mile run, a rest of 30 minutes is given prior to starting underwater swim with a 10 minute rest prior to the 1500M swim. Candidates must meet minimum requirements for all events to pass the test successfully. While minimum standards are the absolute lowest scores acceptable, physical capabilities are stressed during the rigorous training pipeline courses. It is highly recommended that applicants exceed these minimums in order to be competitive for limited positions during the selection process. Fitness evaluation scores and minimum standards to pass are addressed in Table 1. Physical Fitness Evaluation Criteria.

6.2. Failure to meet the physical fitness standard for any event constitutes failure of the entire test. The test will be concluded immediately at this point. While minimum standards are the absolute lowest scores acceptable, physical capabilities are stressed during the rigorous training pipeline courses. It is highly recommended that applicants exceed these minimums in order to be competitive for limited positions during the selection process. Minimum standards to pass the first phase are addressed below. The applicant should complete as many repetitions of each exercise as possible in the time allotted. **Failure to meet minimum standards during Phase II administration of the physical evaluation will result in immediate disqualification from the selection program and return to home unit.**

Table 1. Physical Fitness Evaluation Criteria.

PULL-UP 2 min	SIT-UP 2 min	PUSH-UP 2 min	POINTS	3 mile run (min:sec)	POINTS	1500 meter swim (min:sec)	POINTS
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16	100	85	100	20:00	200	26:00	200
15	95	80	90	20:30	190	27:00	190
14	90	75	80	21:00	180	28:00	180
13	85	70	75	21:30	170	29:00	170
12	80	65	70	22:00	160	30:00	160
11	75	60	65	22:30	150	31:00	150
10	70	55	60	23:00	140	32:00	140
9	65	50	55	23:30	130	33:00	130
8	60	45	50	24:00	120	34:00	120

6.2.1. Pull-ups (time limit: two minutes). This exercise is executed on a pull-up bar. The individual grasps the bar with the palms away from the face about shoulder width apart. This is a two-count exercise. The exercise begins in the “dead hang” position. Count one, pull the body directly upward until the chin is over the bar. Count two, lower the body until the body is again in the “dead hang” position. Individuals will not swing excessively or bicycle feet as the chin is pulled over the bar. Repeat as many times as possible. This exercise is designed to measure strength and endurance in the back and biceps muscles used during specific mission tasks.

(2 minute rest)

6.2.2. Sit-ups (time limit: two minutes). Start with the back flat on the ground, fingers interlocked behind the head, head off the ground and knees bent at approximately a 90 degree angle. Another individual will hold the feet during the exercise. This is a two-count exercise. Count one, sit up until the back is vertical to the ground. Count two, return to the starting position. There is no authorized rest position. If an individual raises buttocks from ground or his fingers are not interlocked behind head during a repetition, the repetition is not counted. This exercise is designed to measure strength and endurance in abdominal and hip flexor muscle groups used during specific mission tasks.

(2 minute rest)

6.2.3. Pushups (time limit: two minutes). This exercise starts from the front leaning rest position. The body must be maintained straight from head to heels with knees together. This is a two-count exercise. Count one; flex the elbows, lowering the body until the elbows form a 90 degree angle. Count two, raise the body until the elbows are straight and locked. Repeat this exercise as many times as possible. Event is stopped when individual lifts an arm or leg or touches a knee. The only authorized rest position is the starting position. This exercise is designed to measure the strength and endurance of the chest and triceps muscles used during specific mission tasks.

(10 minute rest)

6.2.4. Three-Mile Run (time limit: 24 minutes). This is performed with running shoes and running shorts. This exercise is designed to measure aerobic endurance used during specific mission tasks.

(Candidates will be given a 30 minute break prior to the next event.)

6.2.5. 25 Meter Underwater swim. (No time limit.) This is a pass/fail event. This event starts at the shallow end of the pool. Equipment is not utilized during this event (No goggles, face mask, fins, etc.). The candidate will totally submerge, push off the wall and swim 25 meters underwater using one breath and any swim stroke. Surfacing at any time prior to the 25 meter point is considered a failure for this event. This exercise is designed to measure aerobic endurance and water confidence in a stress free maritime environment.

6.2.6. 1500 Meter Swim (time limit: 34 minutes). The swim will be performed with swim trunks, face mask, or goggles, and fins using any stroke. If swim is performed in open water, a life preserver/flotation device must be worn and 10 minutes will be added to maximum times in **table 1**. This exercise is designed to measure aerobic endurance in a maritime environment and swimming ability.

6.3. Grading. Exercise and run/swim times will be rounded off to the next lower point value. A composite score of all events determines the overall score. Performance scale is as follows: 565-700, Outstanding; 435-560, Excellent; and 320-430, Satisfactory.

7. **A final note about combat rescue officer duty.** The selection and training process is difficult. Once an officer qualifies, the position of leadership, sustainment training and deployment is demanding. There are significant personal dangers involved with the operational mission and, very often, extended periods of duty away from home. The decision to enter the CRO career field should not be made alone, regardless of an applicant's conviction and personal commitment. The family should be considered. Wives and children often experience anxieties, fears, loneliness and pressures associated with the service member's profession. Those who do adjust find an exciting and rewarding life that they may share with fellow operators and their families.

7.1. A separate document, the *Combat Rescue Officer Selection Program Supplement*, details specific training related exercise descriptions. This supplement contains calisthenics exercise explanations, water confidence training procedures, and nutritional guidance to prepare candidates for success during phase II of the CRO selection.

7.2. The selection program supplement also contains additional information on the Combat Rescue Officer career field. This document provides specifics on the training pipeline qualification courses, career field assignment locations, professional development and promotion.



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COMBAT RESCUE OFFICER SELECTION PROGRAM SUPPLEMENT

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**“That Others May Live...
To Return With Honor”**



This information is current as of: 01 OCT 2006

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COMBAT RESCUE OFFICER SELECTION PROGRAM SUPPLEMENT

1. INTRODUCTION:

Thank you for your interest in the Combat Rescue Officer career field. This demanding career will challenge your leadership, physical, and mental abilities. It offers career opportunities up to Group Command and beyond. This document supplements the Combat Rescue Officer (CRO) Selection Process guideline. The purpose in providing this supplement is to assist prospective candidates in preparing themselves for the challenge of selection, while motivating and ensuring that candidates are fully aware of the demands this profession will place on them. CROs, as part of the Personnel Recovery system, lead and manage some of the most dynamic, talented, and motivated individuals in the Air Force. CROs earn the 13D Core Air Force Specialty Code (AFSC), shared with the Special Tactics Officer career field, formerly referred to as Combat Control Officer. CROs hold the "A" shred of the AFSC, while STOs hold the "B" shred. Even though the two career fields are in the same core specialty code, they are distinctively different. Applicants familiar with earlier versions of CRO and STO selection should review this document thoroughly, as it has undergone significant revision. For questions concerning Combat Rescue Officer Selection, please correspond with the designated POC listed on the cover of this application via email. There is limited time available to return phone messages related to the selection program. You are more likely to get a response to email than a phone call.

2. PREPARATION FOR TRAINING: Because of the unique physical demands required by these specialties, volunteers should prepare themselves prior to Phase II. A basic plan is included below. You need to read the following information to help you prepare effectively. The more effort you put into preparation, the easier Phase II of Selection will be. **Do not underestimate the level of physical and mental effort it will take to be selected as a candidate for Combat Rescue Officer training.**

2.1. Cardio-respiratory Training. This training develops efficiency in oxygen transfer through activities that increase the heart rate to a training level and maintain it for at least 20 minutes. Running and swimming are the two training areas you need to work on prior to Phase II.

2.1.1. Running. You will be required to do extensive running during Phase II. These runs progress rapidly and will vary up to 50 minutes and longer in duration. In preparation, you should run 3 - 4 times per week for 20 to 30 minutes, at a speed you can maintain without walking or stopping. You should be able to run 3 miles under 21 minutes and 6 miles in under one hour prior to Phase II.

2.1.2. Swimming. A candidate may swim 2000 meters or more in a typical session. In preparation, you should swim 1500 - 2000 meters, 3 - 5 times per week. You should be able to swim 1500 meters under 34 minutes using freestyle.

2.2. Strength and Endurance Training. The training and mission rigors of Combat Rescue will make strong demands on your overall strength and endurance capabilities. Strength is your ability to exert a strong force. Endurance is your ability to exert this force for a prolonged period of time. Your preparation must be geared toward developing a balance of strength and endurance throughout your body. This is best achieved with calisthenics (or weight training) that targets all your major muscle groups. If you are already involved in a weight training program, continue; but revise your workouts to develop strength and endurance (8-12 repetition sets). Also include calisthenics as an addition.

2.2.1. Pull-ups (develop the back and biceps). This is a two-count exercise. Starting position is hanging from the bar, palms facing away (pull-ups) or towards you (chin-ups), hands spread approximately shoulder width, with no bend in the elbow. Count one, pull the body up until the Adam's apple is above the bar, with the chin held level. Count two, return to the starting position. Legs are allowed to bend, but must not be kicked or manipulated to aid the upward movement. You should be able to do 12 - 20 repetitions for this exercise prior to Phase II.

2.2.2. Sit-ups (develop the abdominals and hip flexors). This is a two count exercise. Starting position is back flat on the ground, fingers interlocked behind the head, head off the mat, and knees bent at approximately 90 degrees. The feet (only) are held by another individual during the exercise. Count one, sit up to where the shoulders and hips form a line perpendicular to the ground (biceps are touching the knees). Count two, return to the starting position. There is no rest position during this exercise. The buttocks must remain in contact with the ground, and the fingers must remain interlocked and behind the head. You should be able to perform 60 - 100 repetitions before Phase II.

2.2.3. Push-ups (develop the chest, triceps, and shoulders). Push-ups are a two count exercise. Starting position is hands approximately shoulder width apart with arms straight, the legs are extended, and the back and legs remain straight. Count one, lower the chest until the elbows extend above the shoulder blades. Count two, return to the starting position. The only authorized rest position is the starting position. You should be able to do 65 - 80 repetitions of this exercise prior to Phase II.

2.2.4. Flutter-kicks (develop the hip flexors, abdominals, and legs). This is a four-count exercise. Starting position is laying flat on the back with the feet and head approximately 6 inches off the ground. Hands are under the buttocks, fists are clenched to support the lower back. Count one; raise the left leg off the ground to a 45-degree angle, keeping the right leg stationary. Count two, raise the right leg off the ground to a 45-degree angle while, at the same time, moving the left leg to the starting position. Counts three and four are repeats of the same movements. Legs must be locked, with toes pointing away from the body. There is no rest during this exercise period. You should be able to do 80 - 100 repetitions of this exercise prior to Phase II.

2.3. Flexibility. This is your ability to move all your joints through a full range of motion. Warm-up and cool-down periods that include stretching exercises should be incorporated into all workouts to improve flexibility and prevent injury. Key guidelines to remember:

2.3.1. Always warm-up by doing light activities before stretching.

2.3.2. Stretches should not involve jerky movements. A stretch should be assumed slowly and held.

2.3.3. The longer you hold a stretch, the better flexibility you will achieve. Stretches should be held between 15 seconds to 2 minutes.

2.4. Body Composition. Body composition is your ratio of lean body mass (bones and muscle), as compared to un-lean (fat) body mass. If you have excess body fat, it will negatively affect your physical capabilities. Even a thin person can have an unhealthy body composition by not having enough muscle mass. An easy way to gauge your condition is to view yourself in a mirror. If you are unhappy with the way your body looks, then you probably need to work on your body composition. Exercises, especially Cardio-respiratory, and sensible eating habits are the best ways to improve your body composition. If you decide to improve your body composition with dieting, you must exercise! If not, you will lose muscle mass along with the fat which will leave you weak and unhealthy. Successful PJ/CRO trainees typically have less than 13% body fat.

3. **WATER TRAINING:** Water training comes in two flavors, basic swimming and water confidence drills. You should be a strong swimmer BEFORE you begin to practice the water confidence drills. Always work with in the water with a training buddy. Discuss your training with the lifeguard on duty; they should be monitoring your drills closely as shallow water blackout can easily occur during water confidence drills.

WARNING: The following water confidence exercise descriptions are included for your information only! Do not attempt to do these exercises unless you have a lifeguard standing by for safety. Doing these events may lead to "shallow water blackout." If this condition occurs a lifeguard must be immediately available to prevent brain damage or death.

3.1. UNDERWATER SWIMMING is an important skill for gaining confidence in the underwater environment. The water confidence tasks you will do at Phase II will require you to swim distances underwater. The more efficient you become at underwater swimming, the more confident and capable you will become in completing our evaluated tasks and the SCUBA demands of our specialties. Underwater swimming is basically a modification of the breaststroke. The only difference is the arm pull continues farther to the rear to provide thrust.

3.1.1. Underwaters

3.1.1.1. Equipment: No dive mask will be worn.

3.1.1.2. Procedure: The exercise begins with the students lined up at one end of the pool. The instructor will initiate the start of the exercise. On the command "Go," the students will swim underwater from one end of the pool to the other (25 meters) without surfacing. Upon touching the opposite wall they will swim a freestyle sprint back to the starting point. Upon return, they will be allowed to rest the remainder of the specified time period. The exercise is repeated on the command "Go" until the student has completed the required number of underwaters. To satisfactorily complete this exercise the student must leave the wall immediately on command and remain underwater until reaching the opposite wall. He must also sprint as quickly as possible back to the starting point. A student will be given one warning for unsatisfactory performance and on the next occurrence will be scored unsatisfactory for the exercise.

3.2. WATER CONFIDENCE TRAINING. The intent of this training is to increase your confidence in the water, increase the amount of time you can spend underwater, and increase your ability to react calmly and rationally in high stress situations. The following are pool training events that will be evaluated during Phase II Selection.

3.2.1. Mask and Snorkel Recovery

3.2.1.1. Equipment.

3.2.1.1.1. Mask.

3.2.1.1.2. Snorkel.

3.2.1.1.3. T-shirt.

3.2.1.2. Procedure.

3.2.1.2.1. Mask. Clearing the water from a flooded mask involves replacing the water with expelled air. The air, being lighter than the water, will force the water out of the lowest portion of the mask, if the upper portion is held to the face by light hand pressure to prevent the escape of air. The amount of hand pressure and the position of the hand will vary, depending on the mask, and personal technique.

3.2.1.2.2. Snorkel. To clear the water from a flooded snorkel while on the surface, exhale or puff through the snorkel. The column of air will displace the water and expel it from the snorkel. You may also tilt your head back when on the surface and gravity will clear the snorkel for you.

3.2.1.2.3. The mask and snorkel exercise begins with all students at one end of the pool. The instructor will then throw or place the student's mask and snorkel a specified distance from the student. This exercise is accomplished one or two students at a time. On the command "GO", the student will leave the surface of the pool and swim underwater to the location of his mask and snorkel. Upon reaching them, he will place the snorkel between his knees and position the mask on his face. Once positioned, he will clear the mask of water, retaining a small amount of air. He will then make a controlled ascent to the surface with the snorkel in his mouth and left arm extended above his head with a clenched fist. Once on the surface he will clear the snorkel and give the "OK" hand signal to the evaluating instructor. He will ensure he is facing the instructor and immediately demonstrate that his mask and snorkel are clear by looking up

at the instructor and breathing through the snorkel. A small amount of water in the mask is permissible as long as it does not exceed the top of the nose indents. While on the surface, the student will not break the mask or snorkel seal until the exercise has been graded and he is permitted to do so by the instructor. This exercise will be scored unsatisfactory if the student surfaces prior to clearing the mask or fails to satisfactorily perform in any of the above listed areas.

3.2.2. Buddy Breathing/Water Confidence

3.2.2.1. Equipment.

3.2.2.1.1. Face masks.

3.2.2.1.2. One snorkel per two-man team.

3.2.2.1.3. T-shirt.

3.2.2.2. Procedure. This exercise is conducted in the deep end of the pool. Students will enter the water when directed by the instructor. On the command "START", they will place their faces into the water and begin to survival float while buddy breathing from one snorkel. During the exercise period, the students will maintain control of each other with one hand. With the other hand they will maintain control and pass the snorkel between each other. A student should try to consider his buddy's limited air supply and take only one breath before passing the snorkel back. During this exercise the students will breath only through the snorkel. At no time will they remove their heads from the water and breath from the surface. The exercise period ends on the command "TIME." To satisfactorily complete this exercise, each student must keep his face in the water during the entire exercise period. He must remain calm, maintain control of himself, his buddy, and the snorkel. The student will be given one warning for unsatisfactory performance and on the next occurrence will be scored unsatisfactory for the exercise. Pool harassment is added as a more intense form of buddy breathing. It involves the instructor entering the water and providing the students with certain stressful situations to see if a student will panic. The same standards apply to this exercise. During pool harassment the instructor may try to:

3.2.2.2.1. Take the snorkel (don't let him).

3.2.2.2.2. Remove the facemask.

3.2.2.2.3. Attempt to separate partners (don't let him)

3.2.2.2.4. Cut off your air supply for one or two breaths.

3.2.2.2.5. Splash water.

3.2.2.2.6. Push students underwater.

3.2.2.2.7. Other maneuvers at his discretion.

3.2.3. Drownproofing

3.2.3.1. Equipment.

3.2.3.1.1. Mask, ropes or velcro hand/leg binding.

3.2.3.2. Procedure.

3.2.3.2.1. Drownproofing is accomplished in four tasks. Students will be divided into pairs with one student acting as a safety. The exercise begins with the student's hands and feet bound and the student standing on the deck in the deep end of the pool. The instructor will walk by each student and "tap" the student into the water. The student will enter the water and start to bob.

3.2.3.2.1.1. The first task is bobbing. Bobbing is accomplished by sinking to the bottom of the pool. Upon reaching the bottom, bend your knees and push off the bottom, exhaling until you reach the surface. When your head reaches the surface inhale and begin the process again.

3.2.3.2.1.2. The second task is floating. Floating is accomplished by inhaling as much air as possible into your lungs. The student will then tuck his chin into his chest, bend forward at the waist and relax, staying within a 4x4 meter square. When air is required, you will bring your head out of the water, breathe, and then go back to the float position. Students will not touch the bottom or sides of the pool and are required to stay in the square.

3.2.3.2.1.3. The third task is the traveling. The student will dolphin kick 100 meters without touching the bottom or sides of the pool. The dolphin kick is accomplished on your stomach, body bent at the waist and your head moving up and down in the water. Your feet and knees will propel you through the pool.

3.2.3.2.1.4. The fourth task consists of flips and mask recovery. Once the travel is complete the student will begin bobbing again. Within five bobs you will accomplish a front flip underwater. Within another five bobs you will accomplish a backward flip underwater. Once both flips are complete, a mask is thrown to the bottom of the pool. The student will go to the bottom, pick up the mask with his teeth, and complete five bobs.

3.2.3.3. After all tasks are complete, the instructor will yell "TIME". The safety will assist the "bobber" out of the water. To successfully complete this exercise the student must accomplish all of the above tasks in sequence and without panicking. If unable, he will be scored unsatisfactory for the exercise.

3.2.4. Treading Water

3.2.4.1. Equipment.

3.2.4.1.1. T-shirt.

3.2.4.2. Procedure. The exercise begins with the student moving from waist deep water into deep water. On the command "HANDS UP," the students will raise their hands out of the water and tread water by using their legs only. Correct form for the exercise requires the hands and head to stay above the water for the minimum time limit. The kicking motion is the key to the exercise. The student's motion with the legs should be in an eggbeater fashion, with the legs coming together simultaneously or alternatively. The motion of the legs must also be both rhythmical and forceful to maintain positive buoyancy of the student. The student must ensure their hands and their head do not break the waterline for the minimum evaluated time.

3.2.5. Weight Belt Swim

3.2.5.1. Equipment.

3.2.5.1.1. Mask.

3.2.5.1.2. Fins.

3.2.5.1.3. Booties and T-shirt.

3.2.5.1.4. 16 lb weight belt.

3.2.5.2. Procedure. The exercise begins when the student moves from waist deep water into the deep end of the pool. The student must swim on his side, either left or right, with the leading arm out in front, continuously for the designated period of time. While swimming, the student cannot switch from his left to right side or vice versa (the side you start on is it), swim on his back, or touch any portion of the pool

(sides or bottom). The student can use his other arm to assist in a "recovery stroke" to help lift his head out of the water to breath.

4. **NUTRITION:** Proper nutrition is extremely important now and especially when you arrive at Phase II. You must make sure you receive the necessary nutrients to obtain maximum performance output during exercise and to promote muscle/tissue growth and repair. The proper diet provides all the nutrients for the body's needs and supplies energy for exercise. It also promotes growth and repair of tissue and regulates the body process. The best source of energy for candidates is carbohydrates. The best sources of complex carbohydrates are potatoes, pasta, rice, fruits, and vegetables. These type of foods are best sources of energy.

4.1. Carbohydrates, protein, and fat are three energy nutrients. All three can provide energy, but carbohydrates are the preferred source of energy for physical activity. It takes at least 20 hours after exhaustive exercise to completely restore muscle energy, provided 600 grams of carbohydrates are consumed per day. During successive days of heavy training, like you will experience at Phase II, energy stores prior to each training session become progressively lower. This is a situation in which a high carbohydrate diet can help maintain your energy. The majority of carbohydrates should come from complex carbohydrate foods that include bread, crackers, cereal, beans, peas, starchy vegetables, and other whole grain or enriched grain products. Fruits are also loaded with carbohydrates. During training, more than four servings of these food groups should be consumed daily.

4.2. Water is the most important nutrient you can put in your body. You should be consuming up to four quarts of water daily. It is very easy to become dehydrated at Phase II so it is extremely important to hydrate yourself. Drink water before you get thirsty!! Substances such as alcohol, caffeine, and tobacco increase your body's need for water. So if you are going to drink, do so in moderation! Too much of these substances will definitely harm your body or hinder your performance.

NUTRIENT	INTAKE
Carbohydrates	50 - 70% of calories
Protein	10 - 15% of calories
Fats	20 - 30% of calories

Note: You will need at least 3500 - 5000 calories per day to maintain proper fitness levels.

5. **THE TRAINING PIPELINE.** Your training will take approximately 12-18 months and includes eight schools. You will be offered to take leave at some point during training, but this cannot be guaranteed. Students travel from school to school as a class, with the ranking student in charge. The most difficult part of the pipeline is the indoctrination course. It is designed to prepare students for the remainder of the pipeline and cut from the class those individuals who will not be successful in the career field. It is intentionally very difficult. Those who fail to successfully complete any requirement throughout the pipeline will be eliminated from further qualification training and referred to AFPC for reclassification. Occasionally, students may be washed-back from a class for medical/physical reasons, etc. Students that self-eliminate from any pipeline course will be dropped from the program. These students will be referred to AFPC for reclassification or administrative separation. Training consists of the following schools:

5.1. The CRO Indoctrination Course. 9 weeks, Lackland AFB, TX. The mission of the Pararescue indoctrination course is to recruit, train, and select future Pararescuemen and CROs. At this school you will participate in extensive physical conditioning with lots of swimming, running, weight training and calisthenics. This course helps prepare you for the rigors of training and the demands of these lifestyles. Other training accomplished at this course includes physiological training, obstacle course, dive physics, metric manipulations, medical terminology, dive terminology, CPR, weapons qualifications, history of Pararescue, and leadership laboratories. Graduation of this course is "your ticket to ride" the pipeline and begin learning those special skills that make Pararescuemen highly regarded operators.

5.2. U.S. Air Force Combat Dive School. 4 weeks, Naval Training Station Panama City, FL. Here you become a combat diver and learn to use SCUBA to conduct recovery missions in the maritime environment. This course provides training to depths of 130 ft, stressing development of maximum underwater confidence and mobility under various operating conditions.

5.3. U.S. Army Airborne School. 3 weeks, Fort Benning, GA. Here you learn the basic parachuting skills required to infiltrate an objective area by static line airdrop. This course includes ground operations week, tower week, and jump week where you make 5 actual parachute jumps. Personnel who complete this training are awarded the basic parachutist rating and are allowed to wear the coveted parachutist's wings.

5.4. U.S. Army Military Freefall Parachutist School/ US Navy Military Freefall Parachutist School. 5 weeks; Ft. Bragg, NC. and Yuma Proving Grounds, AZ; Jamul, CA. This course instructs free fall parachuting (HALO) using the high performance ram air canopy. The course provides wind tunnel training, in-air instruction focusing on student stability, aerial maneuvers, air sense, and parachute opening procedures. Each student receives a minimum of 30 free fall jumps including 2 day and 2 night jumps with supplemental oxygen, rucksack, and load bearing equipment.

5.5. U.S. Air Force Basic Survival School. 2.5 weeks, Fairchild AFB, WA. This course teaches basic survival techniques for remote areas--using minimal equipment. This includes instruction of principles, procedures, equipment, and techniques which enable individuals to survive, regardless of climatic conditions or unfriendly environments, and return home.

5.6. U.S. Air Force Underwater Egress Training. 1 day, Fairchild AFB, WA. This course teaches how to safely escape from an aircraft that has ditched in the water. Instruction includes principles, procedures, and techniques necessary to get out of a sinking aircraft. Training requires personnel to actually experience water entry in a training device and perform underwater egress.

5.7. CRO Advanced SERE course: 27 Days, Fairchild AFB, WA. This course teaches advanced SERE skills associated with the tactical PR planning for report, locate, support, recovery and reintegration tasks of the personnel recovery mission. Additionally, this course provides the CRO with knowledge in SERE programs to include emergency parachuting, post egress procedures, life support equipment, land navigation, evasion and assisted evasion, global environments, resistance to exploitation, prisoner of war communications, escape from captivity, physiology and psychology of survival and the development and employment of the SERE specialists during personnel recovery operations.

5.7. USAF CRO Apprentice Course: 17 Weeks, Kirtland AFB, New Mexico. Initial qualification course to instruct and certify basic competency in use of maps and charts; command and control principles and procedures; combat search and rescue principles and procedures; flight characteristics of aircraft; communications, weapons handling, signaling devices, and tactical communications procedures; personal protection and sustenance; rough terrain movement and mountain or adverse terrain recoveries and technical rescue, survival techniques; small unit tactics and field leadership; employment techniques to include fast rope, rope ladder, hoist, and rappelling; overland movement to include mounted and dismounted; amphibious operations to include scuba infiltration; and parachuting operations to include static-line and military free-fall parachuting procedures. CRO candidates graduate as non-rated officer aircrew on HH-60 and HC-130 aircraft. Application includes academics, practical training, testing, and evaluation in academics and field environments, flying training, and flight aircraft.

6. **MISSION READINESS UPGRADE TRAINING.** Upon completion of the Combat Rescue Apprentice Course, the graduate is awarded the distinctive beret with the CRO flash and the combat rescue officer entry level AFSC. He is then assigned to a rescue squadron (RQS), normally as an assistant or Flight Commander. After completing initial combat readiness standards tests he is deemed "combat ready" and will maintain his proficiency and currency training in accordance with regulations.

6.1 Employment Capabilities. CROs must be capable of deploying by the most advantageous means into their mission areas. For this reason, a variety of deployment techniques are used. The level of training you receive in certain insertion/recovery methods will be dependent upon the unit you are assigned.

6.1.1. **Parachute operations** (Jumpmaster directed, HARP/CARP)

6.1.1.1 Static line (low altitude)

6.1.1.1.1. With combat equipment

6.1.1.1.2. With SCUBA equipment

6.1.1.1.3. Into forested areas

6.1.1.1.4. Into vast bodies of water

6.1.1.2. High Altitude Low Opening (HALO) or (Military Free Fall)

6.1.1.2.1. With combat equipment

6.1.1.2.2. With oxygen

6.1.1.3. High Altitude High Opening (cross country canopy flight)

6.1.1.3.1. With combat equipment

6.1.1.3.2. With oxygen

6.1.2. **Waterborne Infiltration**

6.1.2.1. Water confidence (open water rescue / SCUBA)

6.1.2.2. Surface swimming

6.1.2.3. Aircraft boat drops

6.1.2.4. Rubber Raiding Craft operations

6.1.3. **Mountain Operations**

6.1.3.1. Rock/ice climbing

6.1.3.2. Rappelling

6.1.3.3. High angle rescue evacuation

6.1.4. **Helicopter Operations**

6.1.4.1. Rappelling

6.1.4.2. Fast rope

6.1.4.3. Rope Ladder

6.1.4.4. Hoist operations

6.1.5. **Overland Movement**

6.1.5.1. Motorcycles

6.1.5.2. All Terrain Vehicles (ATVs)

6.1.5.3. Motor vehicle

6.1.5.4. Individual navigation

6.1.5.5. Element navigation

6.6. Arctic Operations

6.1.6.1. Cross-country skiing

6.6.2. Downhill skiing

6.1.6.3. Skijoring

6.1.6.4. Snowmobiles

6.1.6.5. Snowshoes

6.1.6.6. Arctic sleds

6.2 Professional Development. After completing the training pipeline, CROs are awarded the Air Force Specialty Code 13DXA. Upon completion of the Combat Rescue Officer Apprentice Course, graduates are permitted to don the distinctive beret and crest of the Combat Rescue Officer. A significant amount of training and proficiency remains to be accomplished before the new graduate is deemed “combat mission ready.” The “X” placeholder is replaced by the numerical code 1-4 during different assignment phases of the CRO career. Award of the AFSC 13DX1 also qualifies the individual to wear the distinctive beret with Combat Rescue Officer crest.

6.2.1. Skill and Career Progression. Adequate training and timely progression from the Intermediate level to the staff level play an important role in the Air Force’s ability to accomplish its mission. The guidance provided in the Career Field Education and Training Plan ensures each individual receives viable training at the appropriate points in their career.

6.2.1.1. Entry (1) Level. In this specialty, award of the 1-level occurs immediately upon being entered into the CRO pipeline training. Initial skills training consists of the task and knowledge training requirements provided throughout the pipeline courses. This training requires approximately 12-18 months to complete. The officer 1-level continues from graduation of the CRO pipeline until after an officer is assigned to his first duty station. Training to meet combat mission ready status consists of local procedures familiarization and initial mission qualification training, followed by unit directed duty position requirements and 3-level core tasks.

6.2.1.3. Qualified (3) Level. In this specialty, the officer 3-level is awarded when the CRO has received appropriate on-the-job duty position and qualification upgrade training, any other MAJCOM or unit directed formal courses, and has met the minimum time requirements. A minimum of 12 months not to exceed 24 months unless waived by the AFCFM, in combat rescue and recovery mission assignments is required for permanent award of the AFSC. (Note: For individuals who previously held AFSC 13DXB or 1T2X1 within five years of retraining, the minimum rescue and recovery experience time is 6 months). During this time additional formal courses provide the background essential to develop a specialist in full spectrum Personnel Recovery and working knowledge of the SERE specialist capabilities.

6.2.1.3.1. Air Operations Center Initial Qualification Training Course – Personal Recovery Track: 5 Weeks, Hurlburt Field, FL. This course qualifies the CRO to deploy as a member of the component or Joint Personnel Recovery Center as the theater subject matter expert in PR and ground recovery team operations. This entry-level course focuses on integrating Personnel Recovery operations into the

application of joint airpower supporting the war fighting theater commander. Specific objectives focus on joint air operations in a theater battle at the operational level of war. This course covers basic doctrine, mission, and organization of the services; the Theater Air Ground System, command, control, and communications systems; intelligence support capabilities; tactical missions and major weapons systems used in joint operations; capabilities and limitations of command and control warfare (C2W) concepts/strategy; and the computer decision support systems and Army Battle Command Systems (ABCS) computer tools used in current operations.

6.2.1.3.2. Fundamentals of Personnel Recovery (PR 102). Computer based training developed and provided by the Joint Personnel Recovery Agency (JPRA). This is a distributive learning process that introduces the DoD Personnel Recovery system.

6.2.1.3.3. PR Program Management (PR-301). 2 Weeks, Fredericksburg, VA. This course is designed to prepare Combatant Command, JTF, Component, Service and MAJCOM/MACOM OPRs responsible for the management of their command's PR program. Course focuses on preparing personnel assigned to duties that oversee and manage the PR program for their command. Highly recommended for the RCC/JSRC Director and Deputy Director.

6.2.1.3.4. JPRA is in the process of developing courses that will specifically educate dedicated personnel (CRO/SERE) on the responsibilities involved in developing theater and crisis plans for Personnel Recovery. Courses to prepare Repatriation teams and Repatriation Debriefing personnel are also in development.

6.2.1.4. Staff (4) Level. In this specialty, award the 4-level occurs immediately upon being assigned to a staff position above wing level. Normally the CRO will have eight or more years experience as a 13D3A unless waived by the AFCFM.

7. CAREER PROGRESSION. The CRO career field offers a number of operational and staff assignments in many organizations including the Air Staff, joint staffs, and operational squadrons/flights located throughout the CONUS and OCONUS. The USAF will have approximately 166 officer authorizations (100 active duty, 66 ANG/AFRC) from 2nd Lieutenant through Colonel. As a "new" CRO your options are normally limited to one of the larger CRO led rescue squadrons, allowing you to receive the right training and mentorship from senior CROs. As a CRO your primary emphasis is on ensuring your team is combat ready and conducting mission management. CROs are expected to lead from the front and set the example for our highly motivated and extremely professional enlisted corp. It will be your charge upon entering the pipeline not only to get yourself, but your whole team through the pipeline. You must stay on top of all your troop's requirements and needs, while ensuring you have the right balance to accomplish the assigned task or mission.

7.1. CRO-led Rescue Squadrons are not called "Pararescue Squadrons," just like HH-60 and HC-130 units are not called "Jolly" or "King" squadrons. They are called Rescue Squadrons or RQS, as they are equal entities in the personnel recovery and recovery operations missions. The CRO/PJ/SERE combination is also identified as an independent USAF weapons system.

7.1.1. Combat Rescue Officers are assigned at the following active duty rescue squadrons; the 38th RQS at Moody AFB in Valdosta, Georgia; the 48th RQS at Davis-Monthan AFB in Tuscon, Arizona; the 58th RQS at Nellis AFB in Las Vegas, Nevada and the 31st RQS at Kadena AFB on the island of Okinawa, south of Japan.

7.1.1.2. Combat Rescue Officers positions exist as command staff and instructors at locations in Kirtland AFB in Albuquerque, NM; Lackland AFB in San Antonio, TX; Naval Station Panama City, FL; and the SERE School at Fairchild AFB in Spokane, Washington.

7.1.2. Combat Rescue Officers are assigned at the following Air National Guard rescue squadrons; the 131st RQS at Moffet Field near Sacramento, California; the 210th RQS at Kulis Air Station in Kulis, Alaska; and the 103nd RQS at Air Station in Suffolk County, New York.

7.1.3. Combat Rescue Officers are assigned at the following Air Force Reserve rescue squadrons; the 301st at Patrick AFB in Melbourne, Florida; the 304th RQS in Portland, Oregon, and the 305th RQS at Davis-Monthan AFB in Tucson, Arizona.

7.1.4. There are staff positions for senior CROs in the beltway of Washington DC and at several JPRA locations as well as MAJCOM HQ positions at Hurlburt Field, Florida (AFSOC), Hickam AFB, Hawaii (PACAF) and Ramstein Air Base, Germany (USAFE). These are but a few of the positions in which experienced CROs are requested as subject matter experts in Personnel Recovery.

7.1. Additionally, fully qualified Combat Rescue Officers earn hazardous duty pay (High Altitude Low Opening [HALO]: \$225 per month, and Combat Diver [SCUBA]: \$150 per month) and Hazardous Duty Incentive Pay for non-rated mission aircrew duties: \$125 - \$250 (rank dependent).



Combat Rescue Officer Selection Physical Fitness Test Criteria

1. General: Combat Rescue Officer (CRO) candidates will complete the career field physical fitness evaluation in accordance with these procedures as part of the CRO application. The justification and criteria for this evaluation are established in AFI 16-1203, 1 August 1999 and the CRO Selection Process Operating Instruction.
2. Standards: The required order for conducting the test is: pull-ups, sit-ups, pushups, 3-mile run, 25 meter underwater and 1500 meter surface swim. Calisthenics events will be tested one event immediately after the other with approximately a 2-minute rest between events. Upon completion of all calisthenics events, a rest of 10 minutes is given prior to starting the 3-mile run. Upon completion of the 3-mile run, a rest of 30 minutes is given prior to starting underwater swim with a 10 minute rest prior to the 1500M swim. Candidates must meet minimum requirements for all events to pass the test successfully. While minimum standards are the absolute lowest scores acceptable, physical capabilities are stressed during the rigorous training pipeline courses. It is highly recommended that applicants exceed these minimums in order to be competitive for limited positions during the selection process.
3. Failure to meet the physical fitness standard for any event constitutes failure of the entire test.
4. It is recommended that the test be administered by qualified CRO, Pararescue or SERE personnel to ensure quality of the exercises meets selection standards. However, any military member in the chain of command and senior to the candidate may administer the test if CRO/PJ/SERE personnel are not available (within 100 miles). Other test administrators can be determined on a case-by-case basis. The test will be taken as follows:
 - A. Calisthenics: candidates must exercise for full time limit or to muscle failure.**
 - B. 3 Mile Run: (non-stop).**
 - C. 25 Meter Underwater Swim: Pass/Fail event.**
 - D. 1500 Meter Swim: (non-stop) using any stroke.**
3. Test must be administered in order listed and completed within a three hour time frame. If a candidate is unable to meet any minimum standard, they have failed the test and the test will end at that point. Test results will be documented by unit/squadron administering the test with copy provided to the candidate.

A. Calisthenics. There is 2 minute time limit for each exercise. Three calisthenics exercises are evaluated, each with specific time parameters and specific exercise form mechanics. All the exercise candidates will exercise to either muscle failure or time completion. The intent here is to have candidates do as many "good form" repetitions in the time allotted or when muscle failure is reached. Note: in performing all calisthenics, the exercises proper form must be followed. Deviation from the form to allow an extra repetition(s) will be to the candidate's disadvantage. Exercise form is strictly enforced during the training pipeline. A 2-minute break will be given between each calisthenics exercise, and 10 minutes after calisthenics before the 3 mile run.

a. Pull-ups. (2 minute time limit) This exercise is executed on a pull-up bar. This is a two-count exercise. The individual grasps the bar with palms away from the face, shoulder width apart, no bend in the elbow. The exercise begins in the "dead hang" position. Count one, pull the body directly upward until the chin is clearly over the bar. Count two, return to starting "dead hang" position. Legs are allowed to bend, but must not be kicked or manipulated to aid upward movement. If the candidate falls off, stops, or releases the bar, the exercise is terminated. Candidates will continue repetitions to muscle failure or time completion. This exercise is designed to measure strength and endurance in the back and biceps muscles used during specific mission tasks.

(2 minute rest)

b. Sit-ups. (2 minute time limit) Sit-ups are a two-count exercise. Starting position is back flat on the ground, fingers interlocked behind the head. The head will be held off the ground, and knees bent at approximately a 90-degree angle. The feet only, are held by another individual during the exercise. Count one, sit up so the shoulders are directly over the pelvis. Count two, return to the starting position. There is no authorized rest position during this exercise. If the candidate rests, the exercise is terminated. If the candidate's buttocks rises from the ground or his fingers are not interlocked behind his head during a repetition, that repetition is not counted. Candidate will exercise to muscle failure or time completion. This exercise is designed to measure strength and endurance in abdominal and hip flexor muscle groups used during specific mission tasks.

(2 minute rest)

c. Push-ups. (2 minute time limit) Push-ups are a two-count exercise. Starting position is the front leaning rest. Hands are on the ground, shoulder width apart with arms straight and directly below the chest on the ground. The legs are extended, knees together, and the back and legs remain straight. Count one, lower the chest until the elbows are bent at a 90-degree or lower angle. Count two, return to the starting position. The only authorized rest position is the starting position. If the knees touch the ground the exercise is terminated. The candidate will not raise his buttocks in the air, sag his middle to the ground, or raise any hand or foot from their starting position. If a hand or foot is raised, the exercise is terminated. Candidate will exercise to muscle failure or time completion. This exercise is designed to measure the strength and endurance of the chest and triceps muscles used during specific mission tasks.

(10 minute rest)

B. 3 Mile Run. (24 minute time limit). Pt clothes and good running shoes are the only required items. This run must be continuous (non-stop). If a candidate stops anytime during the run, the test will be stopped and the entire PFT will be considered a failure. The run will be conducted on a measured track. This exercise is designed to measure aerobic endurance used during specific mission tasks.

(Candidates will be given a 30 minute break prior to the next event.)

C. 25 Meter Underwater Swim. There is no time limit for this event. If possible, the 25-meter underwater swim should be demonstrated first either through actual demonstration or by use of training video already supplied to recruiting squadrons. If candidates surface or break the water surface during any portion of the swim, the test will be stopped and the entire PFT will be considered unacceptable. Swimsuits are the only equipment items allowed. Candidates should carefully stretch for the swim during the next break. This exercise is designed to measure water aerobic endurance and water confidence in a stress free maritime environment.

(Allow a 10 minute rest before the next event.)

D. 1500 meter surface swim. (34 minute time limit). The surface swim is conducted using any swim stroke. This swim must be continuous (non-stop). If a candidate stops anytime during the swim, the test will be stopped and the entire PFT will be considered unacceptable. Swimsuit, face mask or goggles and fins are the only equipment items allowed. This exercise is designed to measure aerobic endurance in a maritime environment and swimming ability.

After completion of the swim, the candidate's cumulative score will be recorded using the table provided from the CRO Selection Program Operating Instruction.

4. After completing the PAST to the best of your ability, complete the CRO Physical Evaluation Certification Letter, sign it, and have it verified by the test administrator. Include the letter in your application.

NOTE: Contact the ACC CRO Functional Manager for questions on where the nearest qualified Combat Rescue Officer or Pararescue personnel may be located.

NOTE: All applicants will be administered same test on day one of CRO Phase II selection. Phase I application scores are maintained for comparison purposes.

(DATE)

MEMORANDUM FOR Combat Rescue Officer Selection Board

FROM:

SUBJECT: PFT Certification Letter

I certify that (Applicant's Name) was administered the CRO physical evaluation on (Date). The following repetitions/exercises/elapsed times were performed as indicated below.

<u>EXERCISE</u>	<u>REPETITIONS / ELAPSED TIME</u>	<u>SCORE</u>
1. PULL-UPS	_____ repetitions	_____
2. SIT-UPS	_____ repetitions	_____
3. PUSH-UPS	_____ repetitions	_____
4. 3.0 MILE RUN	_____ minutes/seconds	_____
5. UNDERWATER SWIM	SUCCESSFUL/UNSUCCESSFUL	
6. 1500-METER SURFACE SWIM	_____ minutes/seconds	_____
7. CUMMULATIVE SCORE		_____

Table 1. Physical Fitness Evaluation Criteria.

PULL-UP 2 min	SIT-UP 2 min	PUSH-UP 2 min	POINTS	3 mile run (min:sec)	POINTS	1500 meter swim (min:sec)	POINTS
16	100	85	100	20:00	200	26:00	200
15	95	80	90	20:30	190	27:00	190
14	90	75	80	21:00	180	28:00	180
13	85	70	75	21:30	170	29:00	170
12	80	65	70	22:00	160	30:00	160
11	75	60	65	22:30	150	31:00	150
10	70	55	60	23:00	140	32:00	140
9	65	50	55	23:30	130	33:00	130
8	60	45	50	24:00	120	34:00	120

(PAST applicant's name)
PRINTED / TYPED

Signature

(PAST administrator's name, Rank, Unit, Phone #)
PRINTED / TYPED

Signature

Commanders name, rank, unit, Phone #)
PRINTED / TYPED

Signature